Multilateral Framework for Labour Market Agreement for Persons With Disabilities

Prince Edward Island Eleventh Annual Report 2013-2014

Prince Edward Island
CANADA

Community Services and Seniors

Multilateral Framework for Labour Market Agreement for Persons With Disabilities

Prince Edward Island Eleventh Annual Report 2013-2014

Introduction

In the Multilateral Framework for Labour Market Agreements for Persons with Disabilities, Federal, Provincial and Territorial Ministers Responsible for Social Services committed to building a strong, inclusive society and securing a high quality of life for all Canadians with disabilities. They agreed that all Canadian citizens should have an opportunity to contribute to the social and economic fabric of the country. This means removing barriers so that people with disabilities can live with dignity and realize their capacity for independence. For background information concerning previous employment and vocational related Canada-Prince Edward Island agreements, refer to *Appendix 1.*

Under the multilateral framework, it was agreed that the baseline report would include objectives, descriptions, target populations and planned expenditures for programs and services funded under the framework. It was additionally agreed that societal indicators would include jurisdictional or national level data for the following indicators:

- employment income
- education attainment
- employment rate of working age persons with disabilities

Objectives

The goal of the multilateral framework is to improve the employment situation of people with disabilities. The programs and services included in this report achieve one or more of the following objectives:

- enhancing the employment of people with disabilities
- increasing the employment opportunities available to people with disabilities
- building on the existing knowledge base

Canada-Prince Edward Island Labour Market Agreement for Persons with Disabilities

In April 2004, Prince Edward Island entered into the Canada-Prince Edward Island Labour Market Agreement for Persons With Disabilities. Under this agreement the federal government agreed to cost share up to 50 per cent of the cost of programs and services, meeting the objectives of the agreement, up to a maximum of $1.375 million per fiscal year.

Programs and Services - Prince Edward Island

Disability Support Program

The Prince Edward Island Department of Community Services and Seniors delivers the Disability Support Program. Employment and vocational support is the component of the program that is cost-shared under this agreement, and meets one or more of the objectives of the agreement.

Refer to *Appendix 2* for information regarding the Disability Support Program and the unique way in which the program helps to remove barriers to employment for persons with disabilities. Individuals with physical, intellectual, or neurological disabilities are eligible for the Disability Support Program.

The employment and vocational component of the Disability Support Program offers supports to improve levels of work related skills for persons with disabilities by providing funding to purchase supports such as training, assessments, technical aids and assistive devices, tutors, note takers and interpreters. These supports assist in improving access to basic and post secondary education.

The Disability Support Program attempts to improve the labour market situation and independence of people with disabilities through employment related activities provided by front-line staff who specialize in the delivery of services which are provided across the province. The services include: management and coordination, supportive casework and counseling, referral, service review and follow-up and preparation of employment plans. Supports and services focus on the following:

- planning – transition from school to work
- assessment, pre-employment and employment supports
- assistance with volunteer placement opportunities
- assistance with specialized employment planning

To enhance awareness of persons with disabilities within the labour market, and to strengthen their knowledge of labour market opportunities, the Disability

Support Program also offers supports for:

- job coaching
- job mentoring
- self-employment and entrepreneurship

Services are offered under this agreement across Prince Edward Island to assist in building a comprehensive knowledge base through research and reporting best practices. This assists in enhancing the knowledge base, which contributes to continuous improvement of the labour market policies and programs for persons with disabilities. There is ongoing maintenance and enhancement of data collection systems to better assess program effectiveness.

Expenditures 2013-2014

The following table outlines departmental expenditures for services that are cost shared under this agreement:

Program and Description	*Actual Expenditure (unaudited)*
Education and Training	
■ Disability Support Program provides funding to purchase supports such as training, assessments, technical aids, assistive devices, note takers and interpreters.	$40,300
Employment Participation	
■ Disability Support Program provides supports for planning (transition from school to work), assessment, pre-employment and employment supports, assistance with planning and volunteer placement opportunities, specialized employment planning.	$3,611,600
■ Human resources such as front-line staff to deliver Disability Support Program.	$325,100
Connecting Employers and Persons With Disabilities	
■ Disability Support Program provides funding for job coaching, mentoring, self employment and entrepreneurship.	$33,100
Program Coordination	$129,300
Building Knowledge	
■ Maintenance and enhancement of data collection systems to better access program and service outcomes.	$5,000
TOTAL	$4,144,400

Program Indicators

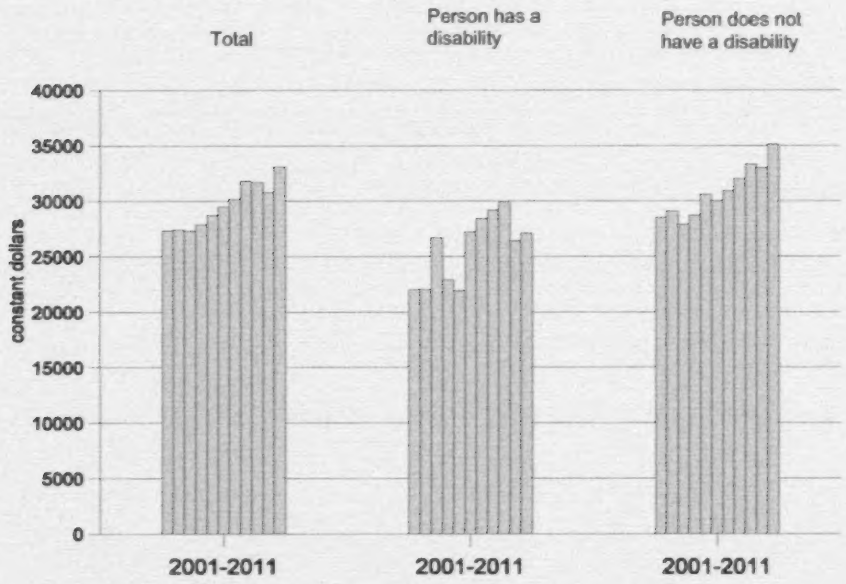
- 1372 people participated in the Disability Support Program in 2013-2014.
- 278 people accessed the employment vocational component of the Disability Support Program in 2013-2014.

Societal Indicators

The following information regarding societal indicators has been provided by Human Resources and Skills Development Canada and is based on information from data from Statistics Canada, Survey of Labour and Income Dynamics. For more information about the Survey of Labour and Income Dynamics, visit the Government of Canada Statistics Canada website at *www.statcan.ca*.

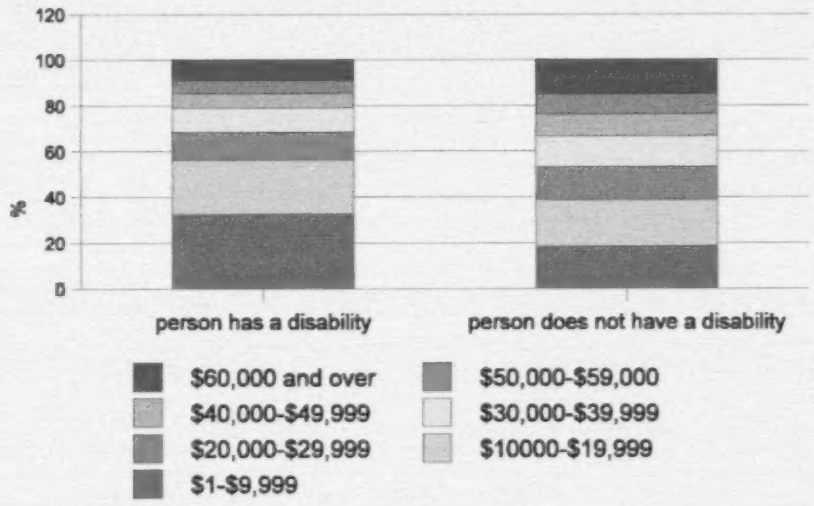
Average Earnings

Average earnings of individuals, in constant dollars, aged 16-64 by disability status
Prince Edward Island- 2001-2011 (SLID)



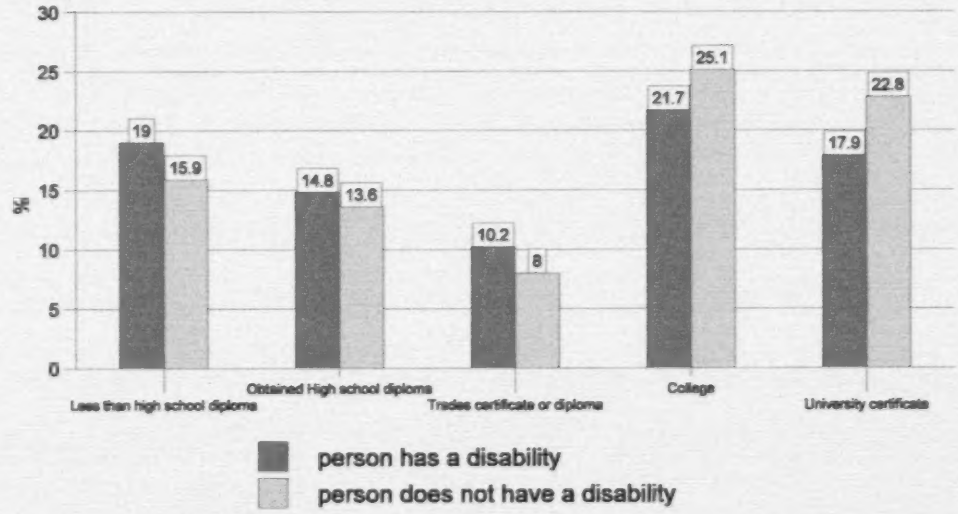
Distribution of Earnings

Distribution of earnings of individuals age 16-64 by disability status
Prince Edward Island- 2011 (SLID)



Educational Attainment

Educational attainment: highest level of education of individuals age 16-64 bydisability status
Prince Edward Island-2011 (SLID)



Appendix 1

Previous Canada-Prince Edward Island Agreements

Prince Edward Island entered into a five year Employability Assistance for People with Disabilities Agreement with Human Resources Development Canada in 1998. For each year of the agreement the Government of Canada agreed to contribute 50 per cent of the eligible costs incurred by Prince Edward Island for programs and services eligible for funding under this agreement.

The goal of the agreement was to enhance the economic participation of working age adults with disabilities. Programs and services eligible for funding under the agreement provided the skills, experience and related supports necessary to prepare people with disabilities for economic participation and employment in the labour market, or to help them attain and/or maintain employment.

The agreement allowed for a three year transition phase in which programs and services that were cost-shared under the previous Vocational Rehabilitation of Disabled Persons Agreement could continue to be cost-shared, even though they may not have fit the employability criteria of the new agreement. The transition phase was extended to the fourth year of the agreement to enable provinces to continue transitioning programs and services to meet the requirements of the new agreement.

Appendix 2

PEI Disability Support Program: Why is the Disability Support Program unique in removing disincentives to employment for people with disabilities?

Prince Edward Island was the first jurisdiction in Canada to fully separate disability supports from income support programming. This separation effectively removed the primary disincentive that has historically prevented many individuals with disabilities from seeking long-term attachment to the labour force. People with disabilities, in particular those with more severe limitations, are often dependent on receiving disability specific financial supports for such needs as supervision or personal care. If these supports are attached to eligibility to social assistance programming, then an individual could lose their needed supports if they earned income and became ineligible for social assistance.

Prior to the Disability Support Program, social assistance was the only option available for Islanders with disabilities over the age of 18. Under income support programs such as social assistance, disability supports were lost when a specific income level was achieved and eligibility for social assistance terminated. Under the Disability Support Program, some level of financial supports can be received up to higher levels of income based on a client contribution schedule. This approach removes disincentives for people with disabilities to earn income, as they will not lose their disability supports in their entirety.

The Disability Support Program operates with an income test for adult clients. An income test looks only at adjusted net income, based on information from the most recent Notice of Assessment from Canada Revenue Agency, and does not consider individual or family assets.

The Disability Support Program is designed to assist Islanders with a qualifying disability to overcome barriers and to attain a satisfactory quality of life. The Disability Support Program is a social program with a financial component. The program offers support planning assistance to help develop a plan of action and to help determine supports that are necessary.

The program may also provide referrals to other agencies where services may be obtained.

Needs Versus Entitlement: The Disability Support Program focuses on the needs of the individual and of the family rather than on entitlement. This allows for more flexible planning with individuals and families.
The Disability Support Program endeavours to ensure fairness and accountability in programs which best respond to individual needs.

Person-Centered Approach: The person-centered approach to program delivery is based on a philosophy that puts the person at the centre of all interaction directed at enhancing his or her quality of life. A person-centered approach to program delivery combines efficiency, commitment and empathy, with the individual and the family being a prominent partner in the service delivery process. A person-centered approach means:

- providing customized supports to individuals and families;
- the individual and family define the situation from their viewpoint;
- the individual and family actively participate in the coordination of their support; and
- individual and family strengths and resources are reviewed.

The Disability Support Program offers enhanced supports that were never available under the previous programs. This includes things such as community access supports (support for volunteer opportunities), vehicle and home modifications, and enhanced employment supports.

When the Disability Support Program was introduced in October 2001, there was a significant increase in the number of people who were eligible to receive help over the previous program. Approximately 20 per cent of the clients of the Disability Support Program were new participants in 2002. Many of them were individuals and families with lower income who did not qualify for social assistance and were not eligible for supports before the introduction of the Disability Support Program.